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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

Vol. VII No. 12
December 1984

Unemployment Rate

Seasonally Adjusted
October*

ARIZONA	4.3%
Maricopa Co.	3.3%
Pima Co.	4.0%
UNITED STATES	7.4%

Consumer Price Index

National-September
1967 - Base Year

Wage Earner/Clerical Worker -	312.1
% Chg. Yr. Ago	3.8
All Urban -	314.5
% Chg. Yr. Ago	4.2

Phoenix-3rd Qtr.
1977 - Base Year

All Urban -	183.1
% Chg. Yr. Ago	5.7

Producer Price Index

National-October*
1967 - Base Year

All Commodities-	309.4
% Chg. Yr. Ago	1.1
Finished Goods -	291.6
% Chg. Yr. Ago	1.4

* Preliminary

Arizona Occupational Outlook 1984-1989

The following speech was delivered to the fall conference of the Arizona Adult & Community Education Associations. The speaker, JoAnn Wilson, is an analyst with the Research Administration of the Arizona Department of Economic Security and editor of the Arizona Labor Market Newsletter. The conference was held September 27-28, 1984.

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"This conference has been called to discuss the kinds of workers the Arizona economy will need in the coming years and the vital role adult and community education can play to prepare Arizonans for the jobs of the future. I welcome this opportunity to bring you one perspective on Arizona's future job market.

"Most of the information I will discuss today is derived from the Occupational Employment Statistics (OES) program, a federal/state cooperative program managed by the Research Administration of the Arizona Department of Economic Security. Briefly, the OES program projects future (five-year) occupational employment, by industry, for Arizona and its counties. The projections are produced through a methodology that includes an industry survey to establish staffing patterns (conducted on a three-year survey cycle), and an econometric model with national and

state data to forecast growth in employment for each industry. Future occupational employment is determined by applying projected industry growth rates to current staffing patterns. I mention the methodology because I want to emphasize that the information I bring today on Arizona's future job market should be viewed as estimates based upon a host of assumptions about where the growth in number and proportion of jobs is likely.

"With this caveat in mind, I offer the following lists:

- 26 Occupations Will Account for About Half of All New Jobs Generated in Arizona, 1984-1989 (Table 1);
- The 25 Fastest Growing Occupations in Arizona, 1984-1989 (Table 2); and
- The 25 Slowest Growing Occupations in Arizona, 1984-1989 (Table 3).

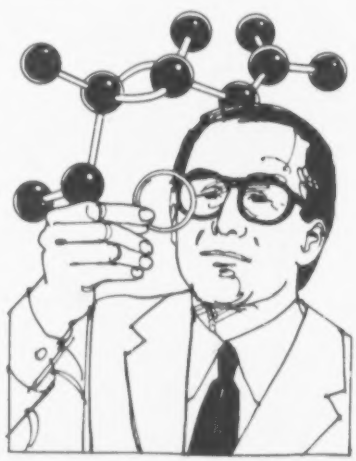
"Let's consider first the 26 occupations which will account for about half of the 273,000 new jobs generated in Arizona in the next five years. You will notice that I have included broad categorical titles such as 'all other managers and officers.' I have seen similar lists utilizing national data that eliminate these broad categories. I decided to retain them because I believe to include them is less misleading than to eliminate them.

"Having said that, let's turn to the actual list. What do we observe? First, many of the occupations are 'cross-industry' -- managers, janitors, secretaries, clerks, guards and bookkeepers. Second, three of the jobs contributing to half of Arizona's job growth in the next five years are in 'high tech' -- electrical and electronic assemblers, electrical engineers, and electrical and electronic technicians. Two of these occupations (electrical and electronic assemblers and electrical engineers) are also on the list of fastest growing occupations. So the effect on the job market of high tech which we hear so much about, especially in Arizona, is, in fact, evident.

"On the other hand, 23 of the 26 occupations which will account for half of the new jobs in the next five years are <u>not</u> in high tech. They are, instead, very familiar occupations, occupations that are a part of today's work world. So while high tech is important in Arizona, it might be well to put it into some perspective. There is the the problem of definition, of course. A perennial question at meetings such as this is "What is high tech?" Economists at the Bureau of Labor Statistics have offered three different definitions of a high-tech industry:*

1. <u>The proportion of technology-oriented workers is at least one and a half times the average for all industries</u>. Given this broad definition, high tech accounted for 14.0 percent of total nonagricultural employment in Arizona in 1982, just slightly ahead of the U. S. average of 13.7 percent. Among the states, Arizona ranked 16th.

2. <u>The ratio of research and development expenditures to net sales is at least twice the average for all (manufacturing) industries</u>. Under this definition, 6.6 percent of total nonagricultural employment in Arizona in 1982 was in high-tech industries, well in excess of the U. S. average of 2.8 percent. Using this definition, Arizona ranked third among the states.



3. <u>The proportion of technology-oriented workers relative to total employment in the (manufacturing) industry is equal to or</u>

greater than the average for all manufacturing industries and the ratio of R & D expenditures to sales is close to or above the average for all industries. Utilizing this definition, 8.4 percent of Arizona's total nonagricultural employment in 1982 was in high tech; the U. S. average was 6.3 percent. Among the states, Arizona ranked eighth.

"There is no doubt that by any of these definitions, high tech is important in Arizona. Neither is there any doubt that this is a time of rapid change: from an industrial to an informational economy; from an insular, national economy to an interdependent, global one. No one can escape notice of these profound changes, or 'megatrends' as John Naisbitt calls them in his widely-read book.

"But one point I want to make today is that such changes will probably not alter the work world as much as many assume. When computers were first introduced for office data applications, for example, frequently predictions were made that large numbers of clerical workers would be displaced. What actually did happen was quite different. In 1960, clerical workers accounted for about 15 percent of total U. S. employment. By 1980, the figure was about 19 percent of the total and it is projected to grow still further.**

"So partly, it is a matter of being unable to predict the effects of the changes we all see taking hold. But also, it is the case that these changes are evolutionary rather than revolutionary. To quote the Report of the Panel on Secondary School Education for the Changing Workplace, 'Even in a period of apparently rapid and unpredictable dislocation, continuity remains a dominant feature of American working life. Changes in employment patterns and workplaces occur constantly, but generally by gradual evolution rather than drastic upheaval. This is not to deny that particular individuals, companies, or even whole industries will experience unpleasant shocks. It is merely to assert that the great majority of workers 10 to 15 years from now will earn their livings in a job market and a working environment more like today's than unlike it. . . . Today, with the age of the small computer upon us, hundreds of thousands of Americans still work -- and for the foreseeable future will continue to work -- as pencil-and-paper bookkeepers.'***

"Having put high tech 'in its place,' so to speak, let us turn again to this list of 26 occupations. What do we find? Number one on the list is all other managers and officers. This category is very broad, including all but sales managers, government inspectors and postmasters, managers in food service, store managers and auto parts and service managers. In the next five years in Arizona, this category will provide about 18,000 new jobs (see Figure 1). Following all other managers and officers are sales workers, sales clerks, laborers, janitors and porters and so on -- a familiar litany of titles. In terms of new jobs in Arizona in the next five years, there will be:

- 6 janitors per computer programmer,
- 7 secretaries per computer systems analyst,
- 8 waiters and waitresses per computer operator,
- 10 guards per aircraft structure assembler,
- 13 sales clerks per aero-astronautic engineer, and
- 125 hand bookkeepers per biochemistry technologist.

"While I am making the point that most job growth will come in occupations with which we are all familiar, I would agree that the new technologies will alter how people work in the future. Whether these changes will require greater -- or lesser -- skills will depend upon the occupation and upon effects which are as yet unpredictable. We can see some of the changing skill requirements in the occupations on this list:

- The skills of the typist overlap those of the word processor and are more different than they are higher or lower.

- Similarly, a stock clerk who once recorded inventory on paper forms may now keyboard the same information into the employer's computer or enter it by passing a special sensor over the bar codes printed on the goods -- different skills rather than higher or lower.

"Other occupations may require decidedly higher skills as new technologies generate new industries (e.g., robotics and biotechnology). But these will never make our list of occupations accounting for the greatest number of new jobs generated and may not even make the list of fastest growing occupations, to which I'd like to turn next.

Fastest Growing Occupations - "Before discussing the 25 fastest growing occupations in Arizona, let me begin again with several caveats. First, I should mention that there is nothing magical about the number 25 -- I could just as easily have made it the 15 or 50 fastest growing. Notice, too, that this list includes only occupations with 1984 employment of 200 or more. (I might add, parenthetically, that I later went through all the available data and found that doing so did not add any high tech, 'exotic' occupations with very low present employment levels.)

"This list of fastest growing occupations was based on state-level estimates. County data might well yield different results. For example, coil winders, the number one occupation in terms of projected growth, is actually declining in Maricopa County in the primary metals industry. The occupation 'coil winders' demonstrates another important caveat: fastest growing was determined by the percentage increase in new jobs and many occupations on this list start from a very low base. Coil winders is just such an occupation, estimated to grow by fewer than 100 new positions in the next five years (see Figure 2). Note, too, that the number of new jobs projected for all the 25 fastest growing occupations is nearly identical to the number expected to be added in just one category already discussed -- all other managers and officers. As a proportion of all new jobs to be generated in Arizona by 1989, the 25 fastest growing account for only 6.9 percent of total growth.

"All these caveats aside, what can be said about the fastest growing occupations in Arizona? First, most are in manufacturing. Hence, there will be fluctuations depending upon factors such as defense contracts; a similar list for 1985-1990 might well contain some different occupations. (On the other hand, there will be much less fluctuation among the 26 occupations on the previously discussed list since so many of of the occupations are cross-industry.)

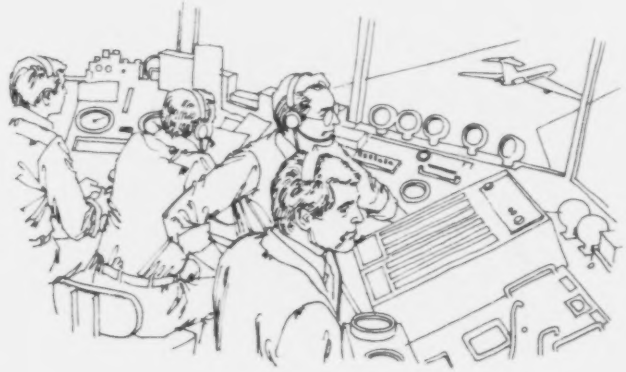
"Many of the fastest growing occupations are in high-tech manufacturing like coil winders, encapsulators, coil finishers, electronic wirers, electrical and electronic assemblers. These occupations appear on this list because of our optimistic forecasts for fabricated metal products; machinery (excluding electrical); and electrical and electronic machinery, equipment and supplies. I should mention too, that the two fastest growing occupations which account for the most new jobs in absolute numbers are high-tech jobs: electrical and electronic assemblers and electrical engineers.

"There are, perhaps, a surprising number of operatives here -- drill-press operators, grinding-machine operators, lathe-turning-machine operators. Projections for these occupations reflect the fact that manufacturing in Arizona, while declining in its percentage share of total nonagricultural

wage and salary employment, has declined far less here that it has elsewhere as, for example, where steel and automobiles predominate. (While durable manufacturing's share of wage and salary employment in Arizona declined 1.5 percent between 1971 and 1983, it declined 18.7 percent in the U. S. as a whole.)

Slowest Growing Occupations - "Let us turn finally to the 25 slowest growing occupations in Arizona. Many of the same caveats about the fastest growing occupations apply here -- there is nothing magical about the number 25; only occupations with 1984 employment of 200 or more are included and so on. Another caveat also needs to be added here which is that there are no actual declines in employment in the currently available OES data. For this reason, I recommend that you utilize the information on Arizona's growing and declining industries, by county, which is contained in the new LMI publication, Annual Planning Information, FY 1986 (API).****

"When you examine the list of slowest growing occupations, you'll notice several things. To begin, many of the occupations are in government -- foresters, postal service clerks, air-traffic controllers and so on. Government is simply not an



industry in which we anticipate much growth in the next five years. This is also the case for the textile/garment industry and, as a result, you'll see fusing machine operators and sewing machine operators on the list of slowest growing. Finally, the effect of automation on telecommunications occupations is apparent with directory assistance operators, trouble locators, frame wipers and central office repairers among the slowest growing occupations.

Conclusion - "After preparing these lists for today's presentation, I had second thoughts about distributing them -- second thoughts for the reasons which I outlined to you earlier. Please don't add or drop a a training program simply because a particular occupation is, or is not, on a given list. On the other hand, this can be very powerful information if used properly. So do use the information. But remember that it is state-level, not county-level; publications with county-level data are available should you wish to create your own lists.***** Use these lists also in conjunction with other resources such as the information on growing and declining industries contained in the API. Check, too, other sources of information on the Arizona economy, including the Arizona Labor Market Newsletter. Continue to form and meet with your industry advisory committees. And, finally, utilize your own good judgment as you design programs to train Arizona's future workforce."

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*Richard W. Riche, Daniel E. Hecker and John U. Burgan, "High Technology Today and Tomorrow: A Small Slice of the Employment Pie," Monthly Labor Review (November 1983), 50-58; and Ronald Kutscher, Discussant, "Technological Change and Economic Implications," Conference on Labor Market Information, Phoenix, Arizona, June 5-7, 1984.

**Richard W. Riche, "Impact of New Electronic Technology," Monthly Labor Review (March 1982), 37-39.

***High Schools and the Changing Workplace: The Employers' View (Washington, D.C., 1984), pp. 4,6.

****A copy may be obtained by writing Labor Market Information Publications, 733A, P.O. Box 6123, Phoenix, Arizona 85005.

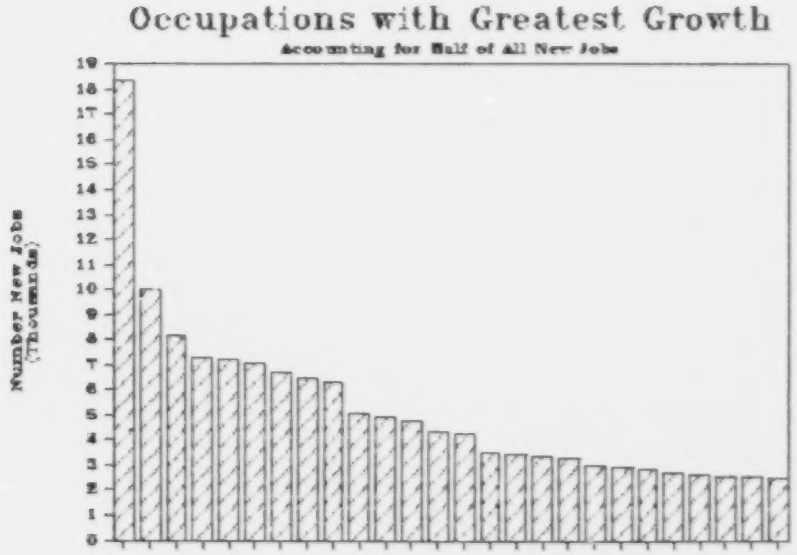
*****Request the publication Arizona Occupational Employment Forecasts, specifying the county of interest.

Table 1
26 OCCUPATIONS WILL ACCOUNT FOR
ABOUT HALF OF ALL NEW JOBS GENERATED IN ARIZONA
1984-1989

1. All Other Managers & Officers
2. All Other Sales Workers
3. Sales Clerks (Exclude Cashiers)
4. All Other Laborers & Unskilled Workers
5. Janitors, Porters & Cleaners
6. Secretaries
7. Electrical & Electronic Assemblers
8. General Clerks, Office
9. Waiters or Waitresses
10. Food Preparation & Service Workers, Fast Foods
11. All Other Office Clerical Workers
12. All Other Food Service Workers
13. Cashiers
14. Nurses, Professional
15. Truck Drivers
16. Managers, Store
17. All Other Semiskilled Workers
18. Supervisors, Nonworking
19. Elementary School Teachers
20. Electrical Engineers
21. All Other Professional Workers
22. Stock Clerks, Stockroom, Warehouse or Storage Yard
23. Accounting Clerks
24. Guards & Doorkeepers
25. Electrical & Electronic Technicians
26. Bookkeepers, Hand

SOURCE: Arizona Department of Economic Security, Research Administration, OES Unit, Arizona Occupational Employment Forecasts, June 1984.

Figure 1



NOTE: Occupations in bar graph are in the same sequence, left to right, as they appear in Table 1.

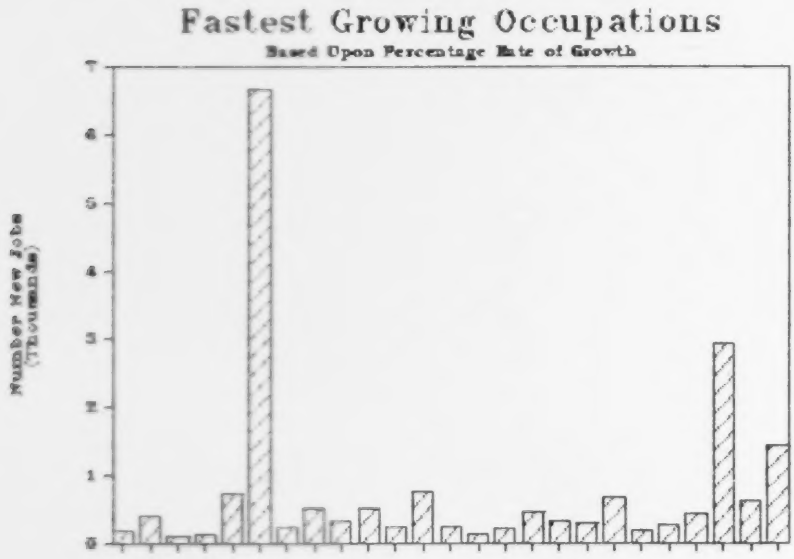
Table 2
THE 25 FASTEST GROWING OCCUPATIONS IN ARIZONA
1984-1989

1. Coil Winders
2. Encapsulators
3. Coil Finishers
4. Wirers, Electronic
5. Electrical Mechanical Equipment Assemblers
6. Electrical & Electronic Assemblers
7. Drill Press/Boring Machine Operators
8. Machine Tool Operators, Combination
9. Toolmakers & Diemakers
10. Survey Workers
11. Aircraft, Structure Assemblers
12. Industrial Engineers
13. Machine Tool Operators, Numeric Control
14. Developers, Projection Printers
15. Electroplaters
16. Mechanical Engineering Technicians
17. Exterminators
18. Machine Assemblers
19. Testers
20. Milling/Planing Machine Operators
21. Grinding and/or Abrading Machine Operators, Metal
22. Lathe Turning Machine Operators
23. Electrical Engineers
24. Aero-Astronautical Engineers
25. Inspectors

SOURCE: Arizona Department of Economic Security, Research Administration, OES Unit, Arizona Occupational Employment Forecasts, June 1984.

NOTE: Includes only occupations with 1984 employment of 200 or more.

Figure 2



NOTE: Occupations in bar graph are in the same sequence, left to right, as they appear in Table 2.

Table 3
THE 25 SLOWEST GROWING OCCUPATIONS IN ARIZONA
1984-1989

1. Foresters
2. Forest Conservation Workers
3. Postal Service Clerks
4. Air Traffic Controllers
5. Police Detectives
6. Biological Scientists
7. Mail Carriers, Postal Service
8. Adult Education Teachers
9. Fusing Machine Operators
10. Directory Assistance Operators
11. Inspectors, Public Administration
12. Sewing Machine Operators, Regular Equipment, Garment
13. Trouble Locators, Test Desk
14. Construction Inspectors, Public Administration
15. Pump Station Operators, Waterworks
16. Real Estate Clerks
17. Furnace Installers & Repairers
18. School Monitors
19. Sewing Machine Operators, Special Equipment, Garment
20. Frame Wipers
21. Broadcast Technicians
22. Tax Examiners & Collectors
23. Pipe Layers
24. Graduate Assistants
25. Central Office Repairers

SOURCE: Arizona Department of Economic Security, Research Administration, OES Unit, Arizona Occupational Employment Forecasts, June 1984.

NOTE: Includes only occupations with 1984 employment of 200 or more.

NEW LMI PUBLICATIONS

The latest edition of Annual Planning Information: A Planning Guide for Employment and Training is now available. Designed primarily for JTPA planning, this issue contains 1986 projections of population, labor force and poverty data for each of the JTPA Service Delivery Areas in Arizona. Also included are data on various JTPA target groups such as veterans, public assistance recipients and high school dropouts. Sections on growing and declining industries, occupational forecasts and average weekly wages can also be found in this publication.

Arizona's Economic Outlook is back after a two-year hiatus. This publication summarizes the DES employment and unemployment forecasts for the 1985 and 1986 fiscal years. Designed primarily for DES employment and training personnel, the 12-page pamphlet also includes an economic review and outlook for each of six geographic regions in the state. These regions are Maricopa County; Pima County; Apache, Coconino, Navajo and Yavapai counties; LaPaz, Mohave and Yuma counties; Gila and Pinal counties; and Cochise, Graham, Greenlee and Santa Cruz counties.

Single copies of these publications may be obtained by writing: Labor Market Information Publications - 733A, P.O. Box 6123, Phoenix, Arizona 85005. Multiple copies may be purchased for the cost of the printing.

THE ARIZONA LABOR FORCE IN OCTOBER 1984

Although the unemployment rate in Arizona and most of its counties rose in October, we continue to enjoy very strong economic growth. Not only is our unemployment rate considerably below the national average, but according to statistics for September only Nebraska, South Dakota, Vermont and New Hampshire have lower unemployment rates. In general, unemployment increased as seasonal workers entered the labor force looking for jobs in businesses that cater to winter tourists and holiday shoppers. Given our previously low levels of unemployment, it was expected that additional people would enter the labor force.

While the economy remains strong, growth has not been evenly spread across the industries or counties. In general, the metropolitan areas continue to do better than the rural areas. And traditionally strong areas such as services and trade are doing well while copper mining continues to suffer. But for the vast majority of Arizona's citizens, 1984 will be the best year for job opportunities since 1979.

After a number of rather quiet months during the summer, construction began to hire rapidly in October as 1,400 new jobs were created. Most of that work is apparently in residential construction where a recent decline in interest rates has helped to spur building. While the outlook for future declines is fuzzy, highway projects along with commercial and residential building should keep employment in construction strong.

Against the strong performance of construction, manufacturing employment did not fair as well. Recent weakness in semi-conductor sales coupled with difficulty in the aircraft sector could work to our disadvantage if they are not corrected soon. In general, the anemic growth of 200 workers in manufacturing gives us reason to watch this sector closely. The high technology components of manufacturing are too important to the state's health to be ignored at this point.

Meanwhile, department stores and resorts are beginning preparations for what should be a very strong winter season. It appears that the Christmas season should be particularly strong and that winter tourism should follow the same course. It has been many years since the economy has been this good, and many firms expect to reap the benefits in terms of greater purchases.

The rise in unemployment appears to be more a reaction to jobs being created than to jobs being lost. It will probably be the case that unemployment will slowly trend upward during the rest of this year and into next year. But job opportunities continue to be very good in most areas of the state. Although the final figures are not yet available, it appears that 1984 will rank right behind 1978 and 1979 in terms of strong employment growth.

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES - SEPTEMBER 1984

	SEPTEMBER 1984	AUGUST 1984	SEPTEMBER 1983	% Change From 1 Year Ago
Arizona Claimants Served*	29,640	29,649	37,642	-29.2%
Arizona Average Weeks Unemployed**	INA	9.2	9.8	INA
Arizona Benefits Paid*	$7,837,731	$10,065,085	$12,068,404	-35.1%
Arizona Trust Fund Balance	$225,830,260	$231,074,129	$169,625,213	+33.1%

*All Programs **UI Only

	ARIZONA				
	Oct.* 1984	Sep. 1984	Oct. 1983	-- Amt Change -- Sep. to Oct.	1983 to 1984
TOTAL CIVILIAN LABOR FORCE	1459.7	1421.8	1390.8	+37.9	+68.9
Total Unemployment	61.6	57.2	105.6	+4.4	-44.0
Rate	4.2	4.0	7.6	---	---
Rate (Sea. Adj.)**	4.3	4.2	7.7	---	---
Total Employment	1398.1	1364.6	1285.2	+33.5	+112.9

THE ABOVE LABOR FORCE STATISTICS SHOULD NO

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1170.1	1151.4	1094.1	+18.7	+76.0
Manufacturing	173.7	173.5	160.4	+0.2	+13.3
Durable Goods	136.6	136.6	124.5	+0.0	+12.1
Stone, Clay and Glass	7.0	7.0	6.3	+0.0	+0.7
Primary and Fabricated Metals	16.3	16.3	14.4	+0.0	+1.9
Primary Metals	7.0	7.0	6.4	+0.0	+0.6
Fabricated Metals	9.3	9.3	8.0	+0.0	+1.3
Machinery	68.1	68.1	62.9	+0.0	+5.2
Other Durable Goods	45.2	45.2	40.9	+0.0	+4.3
Aircraft and Missiles	20.2	20.5	18.5	-0.3	+1.7
Lumber and Wood Products (Except Furniture)	7.0	6.9	7.0	+0.1	+0.0
All Other Durable Goods	18.0	17.8	15.4	+0.2	+2.6
Nondurable Goods	37.1	36.9	35.9	+0.2	+1.2
Food and Kindred Products	8.4	8.2	8.4	+0.2	+0.0
Apparel	5.1	5.1	5.5	+0.0	-0.4
Printing and Publishing	13.4	13.2	12.5	+0.2	+0.9
All Other Nondurable Goods	10.2	10.4	9.5	-0.2	+0.7
Mining and Quarrying	13.0	13.1	14.3	-0.1	-1.3
Copper Mining	9.9	10.1	11.4	-0.2	-1.5
Other Mining and Quarrying	3.1	3.0	2.9	+0.1	+0.2
Construction	93.8	92.4	81.8	+1.4	+12.0
Trans., Communications, and Public Utilities	60.1	59.5	56.7	+0.6	+3.4
Transportation	26.0	25.6	23.8	+0.4	+2.2
Communications and Public Utilities	34.1	33.9	32.9	+0.2	+1.2
Trade	279.7	274.4	260.1	+5.3	+19.6
Wholesale Trade	56.4	55.4	52.2	+1.0	+4.2
Retail Trade	223.3	219.0	207.9	+4.3	+15.4
General Merchandise and Apparel	38.3	37.3	35.7	+1.0	+2.6
Food Stores	35.4	34.9	33.6	+0.5	+1.8
Automotive and Service Stations	26.1	26.2	24.4	-0.1	+1.7
Eating and Drinking Places	77.9	76.3	72.3	+1.6	+5.6
Other Retail Trade	45.6	44.3	41.9	+1.3	+3.7
Finance, Insurance, and Real Estate	69.7	69.4	66.3	+0.3	+3.4
Services and Miscellaneous	262.8	259.6	242.0	+3.2	+20.8
Hotels and Other Lodging Places	27.6	26.5	24.4	+1.1	+3.2
Business Services	57.0	56.8	48.4	+0.2	+8.6
Health Services	67.2	66.8	64.8	+0.4	+2.4
Other Services	111.0	109.5	104.4	+1.5	+6.6
Government	217.3	209.5	212.5	+7.8	+4.8
Federal	39.8	40.1	39.0	-0.3	+0.8
State and Local	177.5	169.4	173.5	+8.1	+4.0
School	109.4	101.4	107.0	+8.0	+2.4

* Preliminary
** Normal seasonal variations have been eliminated to reflect underlying economic trends.
NOTE--Prepared in cooperation with the U.S. Department of Labor,Bureau of Labor Statistics.

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
Oct.* 1984	Sep. 1984	Oct. 1983	Sep. to Oct.	1983 to 1984	Oct.* 1984	Sep. 1984	Oct. 1983	Sep. to Oct.	1983 to 1984
928.4	904.5	866.5	+23.9	+61.9	268.0	260.7	257.3	+7.3	+10.7
29.8	27.6	51.8	+2.2	-22.0	10.8	9.5	19.0	+1.3	-8.2
3.2	3.1	6.0	---	---	4.0	3.6	7.4	---	---
3.3	3.2	6.1	---	---	4.0	3.8	7.4	---	---
898.6	876.9	814.7	+21.7	+83.9	257.2	251.2	238.3	+6.0	+18.9

BE USED FOR ECONOMIC ASSISTANCE PROGRAMS.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

766.4	753.6'	707.6	+12.8	+58.8	213.3	209.7	201.6	+3.6	+11.7
125.5	125.2	115.0	+0.3	+10.5	29.2	29.5	27.1	-0.3	+2.1
100.3	100.0	90.6	+0.3	+9.7	24.2	24.6	22.4	-0.4	+1.8
4.4	4.4	3.8	+0.0	+0.6					
10.5	10.4	9.1	+0.1	+1.4					
54.5	54.6	50.2	-0.1	+4.3					
30.9	30.6	27.5	+0.3	+3.4					
25.2	25.2	24.4	+0.0	+0.8	5.0	4.9	4.7	+0.1	+0.3
5.1	5.1	5.2	+0.0	-0.1					
2.9	2.9	3.2	+0.0	-0.3					
9.8	9.7	9.2	+0.1	+0.6					
7.4	7.5	6.8	-0.1	+0.6					
0.7	0.7	0.6	+0.0	+0.1	2.9	3.1	3.5	-0.2	-0.6
65.1	63.8	57.0	+1.3	+8.1	19.4	19.2	16.0	+0.2	+3.4
39.2	38.7	36.5	+0.5	+2.7	9.2	9.2	8.7	+0.0	+0.5
17.4	17.1	15.8	+0.3	+1.6	4.2	4.2	3.7	+0.0	+0.5
21.8	21.6	20.7	+0.2	+1.1	5.0	5.0	5.0	+0.0	+0.0
191.7	187.6	176.1	+4.1	+15.6	44.9	44.0	43.3	+0.9	+1.6
45.2	44.4	41.5	+0.8	+3.7	6.5	6.5	6.3	+0.0	+0.2
146.5	143.2	134.6	+3.3	+11.9	38.4	37.5	37.0	+0.9	+1.4
24.9	24.1	22.9	+0.8	+2.0	6.7	6.6	6.5	+0.1	+0.2
22.7	22.4	21.6	+0.3	+1.1	5.7	5.5	5.5	+0.2	+0.2
17.0	17.0	15.6	+0.0	+1.4	4.2	4.1	4.0	+0.1	+0.2
49.7	48.5	45.6	+1.2	+4.1	14.1	13.8	13.5	+0.3	+0.6
32.2	31.2	28.9	+1.0	+3.3	7.7	7.5	7.5	+0.2	+0.2
54.5	54.3	51.7	+0.2	+2.8	9.8	9.8	9.5	+0.0	+0.3
179.7	176.8	163.6	+2.9	+16.1	49.4	48.9	46.3	+0.5	+3.1
16.0	14.8	14.4	+1.2	+1.6	4.4	4.2	3.9	+0.2	+0.5
47.3	47.3	40.0	+0.0	+7.3	8.0	7.9	6.8	+0.1	+1.2
45.8	45.4	43.6	+0.4	+2.2	13.6	13.7	13.7	-0.1	-0.1
70.6	69.3	65.6	+1.3	+5.0	23.4	23.1	21.9	+0.3	+1.5
110.0	106.5	107.1	+3.5	+2.9	48.5	46.0	47.2	+2.5	+1.3

-- Prepared by Labor Market Information, Research and Analysis (CPS-MOD, 1/84)

NONMETROPOLITAN COUNTIES LABOR FORCE AND EMPLOYMENT
October 1984 (Preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Green-lee	La Paz
TOTAL CIVILIAN LABOR FORCE*.	14,275	29,075	36,825	13,525	7,600	4,000	4,850
Total Unemployment	1,475	1,675	2,200	1,325	600	275	475
Rate	10.3%	5.8%	6.0%	9.8%	7.9%	6.9%	9.8%
Rate (Seas. Adj.)**. . . .	10.9%	6.1%	6.7%	9.9%	7.9%	6.6%	-INA-
Total Employment	12,800	27,400	34,625	12,200	7,000	3,725	4,375
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY. . . .	13,100	21,875	31,950	9,700	4,350	3,125	2,475
Manufacturing.	750	2,075	2,625	1,350	125	325	100
Mining and Quarrying	50	325	50	1,600	75	1,675	0
Construction	1,275	950	1,175	500	125	50	50
Trans., Comm., & Pub. Util..	1,650	1,350	2,175	275	150	50	50
Trade.	1,050	4,425	7,450	1,725	1,175	350	800
Fin., Insur., & Real Estate.	175	625	600	225	125	25	100
Services and Miscellaneous .	3,250	2,575	7,425	1,550	725	100	675
Government	4,900	9,550	10,450	2,475	1,850	550	700

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	22,425	24,125	30,700	8,800	30,850	36,175
Total Unemployment	1,600	1,925	2,625	1,400	1,700	3,675
Rate	7.1%	8.0%	8.6%	15.9%	5.5%	10.2%
Rate (Seas. Adj.)**. . . .	7.2%	8.2%	8.5%	13.6%	5.7%	10.2%
Total Employment	20,825	22,200	28,075	7,400	29,150	32,500
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY. . . .	15,700	17,050	23,375	7,250	17,325	23,150
Manufacturing.	2,275	1,875	2,825	875	2,075	1,750
Mining and Quarrying	250	1,100	3,850	25	300	50
Construction	950	650	625	225	1,075	1,625
Trans., Comm., & Pub. Util..	950	1,600	1,025	575	875	1,025
Trade.	4,475	3,050	3,800	2,850	4,650	7,375
Fin., Insur., & Real Estate.	750	275	750	225	725	775
Services and Miscellaneous .	2,975	4,050	2,175	1,075	3,150	3,950
Government	3,075	4,450	8,325	1,400	4,475	6,600

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
**Seasonal adjustment not applicable for economic assistance programs.

NOTE--Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics

ARIZONA LABOR FORCE AND EMPLOYMENT FOR ECONOMIC ASSISTANCE PROGRAMS
August 1984 (Final)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,379,212	1,316,888	62,324	4.5%
Apache	13,447	12,015	1,432	10.6
Cochise	27,464	25,741	1,723	6.3
Coconino	34,884	32,785	2,099	6.0
Gila	13,365	12,141	1,224	9.2
Graham	6,965	6,423	542	7.8
Greenlee	3,852	3,599	253	6.6
La Paz	4,534	3,999	535	11.8
Maricopa	875,032	845,656	29,376	3.4
Mohave	21,357	19,855	1,502	7.0
Navajo	23,126	21,070	2,056	8.9
Pima	254,568	244,376	10,192	4.0
Pinal	28,142	25,435	2,707	9.6
Santa Cruz	8,398	6,995	1,403	16.7
Yavapai	29,454	27,690	1,764	6.0
Yuma	34,624	29,108	5,516	15.9

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Note: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

ESTIMATED HOURS AND EARNINGS OF PRODUCTION WORKERS IN SELECTED INDUSTRIES IN ARIZONA
October 1984

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	OCT.* 1984	SEP. 1984	OCT. 1983	OCT.* 1984	SEP. 1984	OCT. 1983	OCT.* 1984	SEP. 1984	OCT. 1983
FOR THE STATE OF ARIZONA*									
Manufacturing	364.83	368.10	369.74	40.9	40.9	40.9	8.92	9.00	9.04
Aircraft & Missiles	INA	INA	494.77	INA	INA	42.8	INA	INA	11.56
Food & Kindred Products	302.48	319.48	333.48	39.8	39.2	39.7	7.60	8.15	8.40
Primary Metals	494.86	478.14	456.49	39.4	39.0	38.2	12.56	12.26	11.95
Machinery	322.32	327.18	351.78	40.8	41.0	41.0	7.90	7.98	8.58
Copper Mining	590.86	593.42	493.98	42.6	42.6	36.7	13.87	13.93	13.46
Construction	429.02	429.30	458.14	36.7	36.6	37.8	11.69	11.72	12.12
Utilities	560.77	560.77	544.36	44.4	44.4	45.1	12.63	12.63	12.07
Retail Trade**	235.55	234.94	214.09	35.0	34.5	33.4	6.73	6.81	6.41
Wholesale Trade	351.00	358.21	355.66	39.0	38.6	40.6	9.00	9.28	8.76

* Preliminary
** Excludes eating and drinking places.
NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/84)

HIGHLIGHTS OF A NATIONAL CONFERENCE ON CAREER GUIDANCE IN THE COMPUTER AGE

The National Occupational Information Coordinating Committee (NOICC) and eight other national organizations concerned with career counseling sponsored a national conference in Charleston, South Carolina at the Sheraton Charleston Hotel during October 24-26. As Arizona's representative to that conference, I want to pass along some information and impressions gleaned from the proceedings. This is not just for the purpose of filling space with a report but as a fulfillment of an obligation to others for whom it would have been useful to attend, but who could not.

The keynote speaker set the tone of the conference, testing the audience's knowledge of important statistics with ramifications for effective career counseling. You could tell he was an expert, because he used slides and asked six questions of which I could only correctly answer one. He was Dr. Harold L. Hodgkinson, senior fellow, Institute of Educational Leadership, Washington, D.C. It seemed that his major point in conducting the test was to make everyone aware that information available from the Census, though almost five years old, still contains significant facts about America of which many of us are still unaware. Concerning the nature of the family he noted:

1. Almost 60% of children born in 1983 will live part of their lives before age 18 with only one parent.

2. Dual-earner couples are the new rich; the new poor are single-earner families, especially if the single head of household is Black, Hispanic or female.

3. We sometimes forget that the baby-boom generation (born between 1946-1964) dominates our society as 34 percent of the population. The significant fact about this group is that many are now middle-aged.

4. Even more significantly, there are more people over the age of 65 than there are teenagers.

5. But minorities are, on average, younger than the general population.

6. It can be implied, then, that the next baby boom will be one of minorities.

Concerning needed job skills in the 1990s, Dr. Hodgkinson referred to the ranking list from the occupational projections section of the Occupational Outlook Handbook. He drew attention to these significant facts:

1. The high employment jobs are janitors, waitresses and other service jobs, not "high tech." To illustrate the trend, Dr. Hodgkinson noted that McDonald's now employs more people than General Motors.

2. Providers of more jobs are not the Fortune 500 companies, but smaller businesses.

3. In the ranking distribution of jobs by occupation, there is nearly no middle level. Opportunities are there for either janitors and waitresses, or engineers and managers.

4. An astounding fact with which we will have to deal is that young minorities who have more education and political clout than ever before will get the same jobs their parents got with a third-grade education.

How the average person can keep track of these and other facts significantly affecting the nature of our society is a problem. Although high tech is not necessarily the career solution for all, or even for more than a significant minority, it is a solution for keeping up with the knowledge explosion. Dr. Hodgkinson points out that the the economics of communication is such that it favors increasing use of electronic communications, and disfavors communication by paper. That is, the cost of paper has been increasing substantially in recent years while the cost of electronic transmission of data has been declining at fantastic rates. It is possible now to access computer services with large libraries

of information. You can dial them up through a "modem" to your home computer.

The information services go by such names as DIALOG which has Census and BLS data as well as other information, THE SOURCE which has a listing of 5000 job openings, PLATO, COMPU-SERVE, SCANSET and others. The best technique in using their sources is to scan.

The value in scanning information for quickly obtaining important facts was illustrated in two ways. First, Dr. Hodgkinson displayed a picture of the United States taken from a satellite at night. It showed the lights of the cities around the country and their concentrations. He then asked what could be learned from the picture. Answering his own question he replied, "Population density." Despite all the publicity for the growth of the West and the Sunbelt, the greater densities are still in the East, especially apparent in megolopolic areas christened with such names as Boswash, the area from Boston, Massachusetts to Washington D.C., and Cleveburg, the cities between and including Cleveland, Ohio and Pittsburg, Pennsylvania. "These areas exist as they do because they are highly efficient," Hodgkinson said. "If everybody is moving to the Sunbelt or the West, they forgot something. They forgot to turn the lights on." Hodgkinson later validated his impressions from the satellite photo by distributing population information by time zone. Contending that the time zones are nearly equal in land area, he found that 50.5 percent of the U.S. population is in the Eastern Standard time zone.

Another illustration of the value of scanning was given by showing a map of the Metro rail system in Washington, D. C. That information, in conjunction with commuting information from the Census, implied that the rail system was inappropriately designed for today's commuters. The rail system is a radial system with the central city at its axis. Commuters, on the other hand, make more trips between suburban cities than from the suburbs to the core.

In conclusion, the keynote speaker encouraged participants present to take advantage of these new on-line data libraries, to scan them for facts important in their work, and to watch for the continuing development of the emerging "thoughtware," software that synthesizes information much like a human does. This was the message of "Information Futures," the title of Dr. Hodgkinson's talk.

Right after Dr. Hodgkinson's presentation, Russell Flanders, executive director of the National Occupational Information Coordinating Committee, made a few remarks about the purpose of the conference. He said the purpose, in his view, was to gather together the people who could bring about improved delivery of career information. He noted that tools to make it possible were available now that were inconceivable 15 years ago. At the same time, he admonished, we must carefully protect the quality of the information that is manipulated by the new tools.

"Innovative Career Counseling" was the subject of a panel discussion following Russ Flander's statement of purpose. Members of the panel were Evelyn Lavaty, Nebraska Department of Education; Cynthia Johnson, director of Counselor Training, Project LEARN, University of Maryland; and Patricia Waldren, user-services specialist of the Wisconsin Career Information System.

Cynthia Johnson contended that innovation in career counseling should also help students work toward left and right brain integration. It is useful for counselors to remember that the left side of the brain is the source of logic, mathematical, and other deductive reasoning, while the right side of the brain is the source of intuitive, inductive, and artistic reasoning and awareness. Guidance systems should provide something for consideration by both sides of the brain. She suggested including "guided imagery" to assist in the integration process. Video disks used in conjunction with microcomputer systems is an increasingly popular means to that end. In this married system, microcomputers are used to find occupations that match the interests and aptitudes of students, and video disks with audio narrative show and describe those occupations being performed by real people in normal workday situations.

Another new system gaining popularity is one called FATE. This micro-computer software allows a student to simulate his or her future as various career path decisions are altered.

Dr. Johnson concluded with a challenge to counselors and systems designers to determine the appropriate roles of people and machines. There is enough to be done to keep both well occupied. Bear in mind, she admonished, that what was once described as a world of haves and have-nots has become one more often described of knows and know-nots. It is incumbent upon those in career guidance to direct the know-nots to the bridge to the other side.

Speaking from the perspective of a career information system operator and promoter, Pat Waldren recounted her experience in Wisconsin. The Wisconsin Career Information System started out with one computer and one terminal in a single Madison high school in 1975. That was "big time" then, she said, but despite its expansion to many more high schools, it is inadequate now. We need to serve all students, and anything short of reaching every one of them will not suffice. Wisconsin is expanding its reach through a program promoted by the NOICC called Improved Career Decision Making. More popularly known by the shorthand ICDM, Wisconsin and many other states are using its curriculum and format to train counselors in using labor market information to better prepare clients for the world of work. Another tool being popularly received by counselors is "Microskills," a microcomputer software package that matches students interests and proven, mastered skills with an array of occupations. The occupations are those which best utilize those identified interests and mastered skills. Finally, Wisconsin's outreach to every student is being augmented with video tapes.

Roger Moore, author of the popular book, <u>You Can Be President (or Anything Else)</u> and guidance coordinator for the South Carolina State Department of Education, gave the luncheon speech. His message was essentially this -- anybody can be whatever they want to be if they're willing to pay the price.

Delivered in Christian fundamentalist preacher style, his message convinced me he spoke the highest truth. He recited short biographies of famous people such as Lucille Ball, Babe Ruth and others from many walks of life. These once-not-so famous people overcame obstacles again and again until they acheived the kind of success they were after. He advanced his own hypothesis that it is necessary to believe in yourself with unflaging conviction in order to make it. Setbacks are to be viewed always as temporary. "Things are failures," he said, "not people."

Later, after some reflection, I wondered if his message wasn't running counter to the message of the need for good labor market and career information. The message from employment data is that we can't all be famous entertainers or athletes, only a few of us can be. To set out with either goal in mind implies paying a very high price, indeed. Perhaps career information is best which gives those who would enter these very competitive occupations some idea of the price that must be paid to enter them. What it takes to express that price, however, requires more of a dramatization than a simple ranking list of occupations by employment or job opportunities. For example, the Broadway show of several years ago called <u>A Chorus Line</u> was an excellent dramatization of the emotional price to be paid by any dancer aspiring to perform professionally. The show made it clear that the price had to be paid everytime a dancer auditioned for a new show. It is these emotional and psychological prices that occupational supply and demand data miss totally. Descriptive information helps, but cannot come close to bringing out these aspects of careers.

The flip side of the emotional price coin is the emotional high of achieving something that has been competed for. Olympic gold medalists understand this nonmonetary reward as do all those who were the examples of Mr. Moore's speech. Perhaps that was this inspirational speaker's message to us.

In designing career information systems, we must not overlook rewards beyond those of

earning a living. Rather, we must include those which make life worth living at all.

After lunch, the topic for discussion was "Functions of Career Counseling in Business and Industry." Linda Salane, director, Placement Office, University of South Carolina, offered a perspective often reported to her by employers. The goal of counseling, she said, is to increase career effectiveness. Employers measure effectiveness by profit. If an employee's behavior contributes to profit it is considered effective, so counseling should encourage behavior that leads to profit. Adaptability is a characteristic seen by employers as one that is extremely valuable. Expectations held by employees that inhibit adaptability are viewed by employers as negative. Therefore, counselors performing their role of improving people should enable their clients to adapt.

Ms. Salane highlighted six areas of counseling in business and industry that are currently in vogue. They are:

1. Hiring: career development aspects of hiring are directly related to a position's value; i.e., there are far more career development aspects for engineering positions than for assembler positions.

2. Entry: e.g., offering various work experiences on entry for the perspective they offer.

3. Career tracking: identifying stars and fast tracking them; offering lesser lights other options.

4. Avoiding obsolescence: firms may close inefficient plants and leave behind some or all of that plant's employees. Counselors are sought to help them deal with the impending closing by teaching job searching techniques. Retraining assessment falls in here as well.

5. Mid-career: counselors help reassess life goals and improve opportunities to set out in new directions.

6. Out placement: a emphemism for helping one who has been, or is about to be, fired.

In closing, Ms. Salane said counselors should encourage clients before taking a job, or even in deciding to remain on a job, to ask, (1) Is there a match between the requirements of the job and my characteristics and abilities? (2) Am I willing to make the trade offs necessary? In her discussions with employers it became abundantly clear to her that employers need and welcome counselors help.

The last event of the day before dispersing to assigned workshops was called "National Perspective on Career Education." Judith Stein, director of career education and dropout prevention for Dade County (Miami, Florida) Public Schools, made the presentation. Dr. Stein's message was primarily that despite rumors to the contrary, career education is alive and well throughout the nation. As president-elect of the American Association of Career Education, she has come to know that there are 22 very active state Career Education Associations. In her own city of Miami, Florida, there is even a Department of Dropout Prevention which not only employs career counselors, but often acts as a linkage between many related organizations that have, or use, career counseling information. She invited all present who might have an interest to attend the upcoming national convention of the National Association of Career Education. It will be held in Miami in March, 1986. "Many details are yet to be settled," she said, "but we have a hotel overlooking Biscayne Bay committed mid-season, mind you -- at $50 a night rates." Dr. Stein offered this as an appropriate forum to continue the discussion and to forge the linkages begun in Charleston.

Participants were then sent to workshops to develop recommendations about how to better develop, deliver and use career information.

(Events of the final days of the conference will be reported in an upcoming issue of the Arizona Labor Market Newsletter.)

Ron Simon

Manufacturing - Sperry Corp. has announced plans to close its aircraft drone conversion operations at the Phoenix-Litchfield Airport in June of 1985. Sperry employs about 60 people at the plant where obsolete military aircraft are converted for use as remotely piloted target drones. The company has said it will try to place the employees at its other Phoenix-area operations.

AiResearch Manufacturing Co. has begun construction in Tucson of a $25 million plant for electronics research, development and manufacture. While employment is expected to reach 4,000 by 1993, present employment at the company's two leased locations is about 380. The company plans to recommence hiring in January and anticipates that employees will total about 800 by the end of next year. According to Frank Washburn, industrial-relations director of the firm's electronics systems division, AiResearch is looking mainly for electronics engineers, computer experts and technicians and employees for "support activities like accounting and payroll."

Printing - Casa Grande has been chosen as the site of a $90 million printing plant to be built by Meredith/Burda, a Des Moines printing company. The first phase of construction on the facility will be complete by mid-1986, when it will employ 220 workers. A second phase that will create another 140 jobs is expected to be finished in the first quarter of 1988.

Globe Ticket Co., a specialty printing firm based in Pennysylvania, is opening a printing plant at the Kingman Airport Industrial Park. The facility, the firm's sixth in the nation, will initially employ 35 people. Company officials said they were drawn to Kingman, in part, because of the cooperation of Mohave Community College. The college is training 20 prospective employees with equipment supplied by Globe.

Mining - Continuing depression in the copper industry forced the layoff of 120 workers in October at Asarco's Mission Mine at Sahaurita. In August, Asarco laid off about 170 workers at its Silver Bell open pit 40 miles northwest of Tucson but staffing at the Mission Mine, the company's lowest-cost producer, remained untouched until October. Most of those laid off were hourly employees. Still working at the mine are 286 hourly and 132 salaried employees.

Anamax Mining Co. has ordered a major reorganization of its Twin Buttes Mine near Tucson that will result in 187 salaried workers being laid off and 100 striking hourly workers being recalled under an imposed contract that will cut wages by $4.50 an hour. The layoffs, to be complete by early next year, are being staggered because the employees are working on projects that will conclude on different dates. When the reorganization is finished, Twin Buttes is to have 100 hourly workers and 88 on salaries. In 1981, Twin Buttes had a work force of 1,100 hourly and 400 salaried workers and produced 260 million pounds of copper. Production at the mine in the past year has been 54 million pounds, and will drop to 30 million pounds next year.

Distribution Center - Golden State Foods Corp. is expanding its Phoenix operations with a new 48,000-square-foot facility. Golden State is the major supplier of beef patties and paper products to McDonald's restaurants in the nation. The new facility will distribute food and paper products to outlets in Arizona, New Mexico, parts of Colorado and Utah, and Las Vegas, Nevada.

Health Services - The Mayo Clinic is seeking a Scottsdale location for a satellite facility. A spokeswoman for the clinic, based in Rochester, Minnesota, has said the Arizona operation will be a group practice which will begin with about 20 to 30 physicians.

Humana Inc. laid off 24 full-time and 19 part-time employees at its two Phoenix hospitals. Hospital officials said all the employees would be offered the opportunity to be placed on an inactive status, which would make them eligible for immediate call-back if the hospital-patient census improves. Employees at the corporation's

other 89 hospitals throughout the country were also affected by the October layoffs.

Hotels - The $20 million Radisson Hotel Centennial has opened on a 4.5 acre site northeast of Mesa's Centennial Hall. The hotel is linked by a walkway to the new city-owned Centennial Hall Conference Center.

Advertising - Headquarters for the Gannett Outdoor Group, the largest outdoor-advertising firm in North America, are being moved from Phoenix to New York. The shift will affect 22 people in Phoenix, most of whom are expected to move to New York or to other areas in the Gannett company. Other Gannett operations in the Valley will not be affected.

FIRE - Arizona's finance, insurance and real estate industry had a gross product of $6 billion in 1983 according to the Bureau of Business and Economic Research in the College of Business Administration at Arizona State University. With a 16.7 percent share of the Arizona Gross State Product, FIRE is Arizona's largest industry, surpassing the trade industry for the first time in 1983. Gross State Product is the value of production minus purchases of intermediate goods and services. In terms of employment, this sector registered nearly 63,000 people in 1983, placing it as only the sixth largest sector (out of eight) when measured by employment.

Allstate Insurance Co. is moving its regional administrative offices from Rancho Bernardo, California, to Phoenix. The move is expected to be completed before the end of the year and will bring about 40 employees from California to the Valley. As many as 25 new secretarial and claims personnel will also be hired.

Retail - Walgreen Co. plans to add eight outlets in the Phoenix area during the next two years and four outlets in Tucson by the end of next year. The chain currently has 32 stores in the Phoenix area and 13 stores in Tucson.

K mart has opened a new Phoenix store which is the corporation's third prototype for interior design and new merchandise. First-time changes in K mart stores were made in late 1983 at a Troy, Michigan, store. Upgrading of existing K marts will be completed by 1986, a company official said. The new store employs 130, bringing K mart's Arizona employees to 2,130.

Education - Construction has begun on the Samaritan College of Nursing, a $1.6 million nursing-education facility on the campus of Grand Canyon College. Funded jointly by the college and Samaritan Health Services, the structure is scheduled for completion by next fall. Samaritan and Grand Canyon established the nursing program in 1981. There are currently 160 students enrolled.

The University of Arizona has begun work on its $8 million to $10 million Agricultural Center. The 2,100-acre development, to be located in Maricopa, replaces research facilities that the Arizona Board of Regents has decided to retire in urban areas.

Election Results - The two anti-union propositions on the Arizona November ballot showed conflicting results. Proposition 300, which prohibits cities and towns from enacting their own version of Little Davis-Bacon mandating payment of "prevailing wages" on public-works projects, was passed by a margin of some 11,000 votes. A second measure, Proposition 102, would have prohibited strikes by public employees. The measure was defeated by more than 100,000 votes.

Arizona Counties Declared "Labor-Surplus Areas" - Twelve of the state's 15 counties have been labeled high-unemployment areas that should receive preference when federal contracts are awarded. The U. S. Department of Labor has designated every county except Maricopa, Pima and Yavapai as "labor surplus areas." The designation, which lasts through fiscal 1985, gives employers in the areas preference over other firms when bidding on federal contracts. There are 1,825 such areas nationwide.

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This periodical is issued and printed by the Arizona Department of Economic Security as authorized by the Wagner-Peyser Act and is paid out of federal funds granted by the U.S. Department of Labor.

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Arizona Labor Market NEWSLETTER
LABOR MARKET INFORMATION PUBLICATIONS
Site Code 733A
P.O. Box 6123
Phoenix, Arizona 85005

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